

SIDE LETTER
2026 POST-RATIFICATION SETTLEMENT

This Post-Ratification Settlement Side Letter ("Agreement") is entered into by and between the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, Local 4811 ("Union" or "UAW") and the University of California, Office of the President ("University") (collectively the "Parties").

A. GSR PAST PRACTICES – SECTION K OF ARTICLE 35 – WAGES

1. The parties agree that, for purposes of maintaining salary point practices in effect at the time of ratification and throughout the duration of the contract, departments, hiring units, and programs will appoint both new and incumbent GSRs on the same row consistent with current hiring practices and as identified in Table A, Section B of Article 35 – Wages. In cases where a GSR's accrued experience would place the GSR at a higher step than a department practice, the GSR shall be placed at the higher step.
2. As reflected in Table A, Section B of Article 35 – Wages, when the GSR scale is reduced to five salary points effective October 1, 2029, the salary point mapping will be as follows: salary points 1 and 2 prior to October 1, 2029 will correspond to salary point 1 effective October 1, 2029; salary point 3 will correspond to salary point 2; salary point 4 will correspond to salary point 3; salary point 5 will correspond to salary point 4; and salary point 6 will correspond to salary point 5.

B. GSR EXPERIENCE-BASED PROGRESSION ON OCTOBER 1, 2029

1. The parties agree that, for purposes of GSR experience-based salary progression effective October 1, 2029, the following framework will apply:
 - a. Consistent with Section B.3 of Article 35 – Wages, GSR experience will be calculated as of June 30 of each calendar year during the term of the contract.
 - b. Any experience-based salary progression effective October 1, 2029 will occur prior to the elimination of salary point 1 and will be applied using the October 1, 2028 six-point salary scale. After any applicable progression is implemented, GSRs will then move horizontally within Section B.2, Table A and be placed at the corresponding October 1, 2029 salary point.
 - c. GSR experience will be evaluated effective June 30, 2029 and GSRs will be placed at the corresponding salary point effective January 1, 2030.
2. Examples
 - a. A GSR with six (6) quarters/four (4) semesters of equivalent GSR experience is reappointed at salary point 3 on October 1, 2028. As of June 30, 2029, the individual has reached their maximum experience-based salary progression of salary point 3 on the 10/1/28 salary scale. If reappointed on October 1, 2029, the individual will be placed at the new salary point 2 on the 10/1/29 scale. The individual would be eligible to move to salary point 3 on January 1, 2030.
 - b. A GSR with three (3) quarters/two (2) semesters of equivalent GSR experience is

reappointed at salary point 2 on October 1, 2028. As of June 30, 2029, the individual would advance to salary point 3 on the 10/1/28 scale due to experience-based progression. If reappointed on October 1, 2029, the individual will be placed at the new salary point 2 on the 10/1/29 scale. The individual would be eligible to move to salary point 3 on January 1, 2030.

- c. A GSR with no GSR experience is appointed at salary point 1 on October 1, 2028. As of June 30, 2029, the individual would advance to salary point 2 on the 10/1/28 scale due to experience-based progression. If reappointed on October 1, 2029, the individual will be placed at the new salary point 1 on the 10/1/29 scale. The individual would be eligible to move to salary point 2 on January 1, 2030.

C. TEACHING ASSISTANT (TA) EXPERIENCE-BASED SALARY PROGRESSION

To clarify the implementation of Section D.3 of Article 35 – Wages, the parties agree that, effective October 1, 2029, when all TA salary rates are consolidated into three points, corresponding to salary points 4, 5, and 6 on the 10/1/29 salary scale, TAs will be eligible for experience-based progression from salary point 4 to 5 and from salary point 5 to 6, based on qualifying teaching experience as defined in Article 35 – Wages.

D. TEACHING ASSISTANT (TA) AND ASSOCIATE INSTRUCTOR (AI) APPOINTMENTS

1. Article 02A – ASE Appointment Notification, Section A.4.d shall be added that provides an exception to the fifty percent (50%) FTE appointment: “If the terms of a training grant or fellowship explicitly restricts employment of the graduate student to less than fifty percent (50%) FTE. Nothing about this Agreement limits a graduate student’s ability to reject a training grant or fellowship in order to accept a fifty percent (50%) FTE appointment.”
 - a. No later than August 1, 2026, the University shall furnish the Union with a complete list of fellowships and the language that explicitly restrict employment to less than fifty percent (50%) FTE.
 - b. The Union shall have until September 1, 2026 (and annually thereafter for the life of the Agreement) to identify any disputes in the interpretation of fellowship terms that restrict employment to less than fifty percent (50%) FTE. The parties will attempt to come to a mutual understanding regarding the understanding of the terms; any terms that the parties are unable to reach a mutual understanding on by October 1, 2026 (and annually thereafter for the life of the Agreement) may proceed directly to arbitration using the provisions in the Collective Bargaining Agreement.
 - c. The University will not create new fellowships or modify the terms of existing fellowships for the purpose of circumventing the commitment to fifty percent (50%) appointments in Article 02A – ASE Appointment Notification.
 - d. Nothing in this Section changes the University’s obligations under the GSR Recognition Side Letter and the Top Ups Settlement Agreement, nor does it prevent concurrent appointments under Article 02A – ASE Appointment Notification, Section A.4.a.

2. The Parties agree to delay implementation of Article 02A – ASE Appointment Notification, Section A.4 until Winter quarter 2027 and Spring semester 2027. When implementation occurs, the Parties agree to amend Article 02A – ASE Appointment Notification, Section A.4.a to read as follows: “in conjunction with another salaried bargaining unit appointment totaling fifty percent (50%) FTE;”
 - a. Solely for academic year 2026-2027, in order to provide a transition period, the below provisions shall apply:
 - b. Commencing Winter quarter and spring semester of the 2026-27 academic year, in Departments where academic year 2026-27 TA employment opportunities have already been communicated as of the date of this Agreement to prospective incoming PhD and MFA students at less than fifty percent (50%) FTE, the University will not be required to provide additional bargaining unit appointment(s) to satisfy the exception outlined in Article 02A – ASE Appointment Notification, Section A.4.a so long as the graduate student has concurrent student financial support that is no less than GSR Salary Point 1 at twenty-five percent (25%) for the academic quarter/semester of the twenty-five percent (25%) TA appointment.

E. GSR LUMP SUM CLARIFICATION

1. The parties agree that the Union has until Friday, April 24, 2026, to provide the University with the list of employees at quarter campuses. For semester campuses (UCB and UCM), the deadline remains Monday, April 20, 2026.
2. The Union acknowledges that these lump sum payments represent compensation and therefore the University will withhold all taxes and other appropriate deductions that it would normally withhold from the earnings of these individuals, excluding dues from dues-paying members.
3. For inactive employees, the University will pay these individuals the lump sum within one-hundred fifty (150) calendar days after receiving the list. The Union will direct separated individuals to update their address via the [UCPath former employee portal](#) by July 15, 2026. By June 15, 2026, the University will provide the Union with a list of all separated employees eligible for a payment with their current address on file. If an employee has not updated their address by July 15, 2026, UCPath will use the last address on file to issue payment. In no cases will exceptions be made for employees who fail to update their address by July 15, 2026. Sixty (60) calendar days after all lump sums have been mailed, the parties shall meet and discuss implementation of this Section, including any monies that have not been claimed.
4. Employees who experience difficulty accessing the former employee portal can contact the UCPath Center at 855-982-7284 for assistance.

F. ASE SUMMER SESSION

The parties agree that when an individual is appointed as an Associate Instructor (AI) during Summer Session, the appointment will be made in accordance with Article 05 – ASE Classifications, and those individuals will be compensated pursuant to Section A.2 of Article 29 – ASE Summer Session.

G. SIDE LETTER AND ULP WITHDRAWALS

1. Upon execution of this Agreement UAW shall withdraw ULP LA-CE-1479-H, SF-CE-1532-H and SF-CE-1574-H.
2. The Parties agree that the UCLA Math Department, the UCLA Mechanical Engineering Department, and the UC Irvine Social Ecology Department will implement Article 02A – ASE Appointment Notification, Section A.4 beginning Fall quarter 2026 as follows:
 - a. At the UCLA Math Department, fifty percent (50%) appointments in the Fall quarter will be comprised solely of salaried bargaining unit appointments.
 - b. At UCLA Mechanical Engineering Department and the UC Irvine Social Ecology Department, fifty percent (50%) appointments in the Fall quarter may be comprised of salaried and hourly bargaining unit appointments.
 - c. All other provisions of the Collective Bargaining Agreement and this Settlement Agreement will be applicable to the named departments for Fall quarter 2026.
3. The University agrees to provide lump sum payments of five hundred dollars (\$500) to eligible Academic Student Employees in the UCLA Math department. Individuals eligible for a lump sum payment are listed in Appendix A of this Settlement Agreement. The Union acknowledges that these lump sum payments represent compensation and therefore the University will withhold all taxes and other appropriate deductions that it would normally withhold from the earnings of these individuals excluding Union dues. The University will report the gross amounts of these payments to governmental agencies as earnings. The University will provide lump sum payments to the named individuals in Appendix A within ninety (90) calendar days of execution of this Settlement Agreement.
4. This Settlement Agreement shall be incorporated into the CBA as a side letter.